

MICHIGAN LEGWORK

DEPARTMENT OF LABOR & ECONOMIC GROWTH

SEPTEMBER 2008

No Worker Left Behind Hits the Road to Celebrate One Year

THE NO WORKER LEFT BEHIND (NWLB) Initiative celebrated its one-year anniversary in August, and Gov. Granholm, DLEG Director Keith Cooley, Deputy Director Andy Levin, and representatives of Michigan Works! Agencies took the No Worker Left Behind (NWLB) 1st Anniversary Tour to cities around the state to recognize Michigan businesses, education leaders and employees for their collaborative efforts to rebuild Michigan's workforce.

"I'm proud to announce that just one year into the program, more than 31,000 citizens have enrolled in training for new careers, 11,000 have already completed their training, and another 9,100 are waiting for their opportunity," Granholm said. "In Michigan, we are working hard every day to make sure our people don't get left behind in this tough, global economy. The tremendous response we've had in our first year means we are well on our way to our goal of getting 100,000 workers trained for good-paying jobs in just three years."

"The No Worker Left Behind initiative is about training Michigan workers for the jobs of today and the jobs of tomorrow," DLEG Director Keith Cooley said. "These partnerships prove that No Worker Left Behind works, helping Michigan build a skilled workforce and re-build our economy."

The anniversary tour kick-off took place at **Northwestern Michigan College in Traverse City**, where Gov. Granholm was joined by the presidents of all 28 Michigan community colleges, area business, education, community, labor, and Michigan Works! leaders to celebrate the accomplishments of the first year of the initiative and to announce significant new programs for NWLB's second year.

The next stop of the tour took place in **Lansing**, where Demmer Corporation and Lansing Community College (LCC) were recognized for their NWLB partnership — a collaborative effort between business and education leaders to design an innovative program to train 530 workers for jobs in Demmer's Lansing facilities.

Demmer Corporation, founded in 1950, operates five plants in mid-Michigan and one in Petoskey. Demmer provides fabricating and machining of metal and composite products for industries such as military defense, aerospace, automotive, commercial, crude oil, power generation and others.

In **Livonia**, Director Cooley and Deputy Director Levin recognized the Schoolcraft College Biomedical Technology Center for its cutting-edge health care curriculum and collaboration with Michigan Works! Agencies and the No Worker Left Behind (NWLB) initiative to train



Governor Jennifer Granholm and DLEG deputy director Andy Levin step off the *State of Michigan* at the Great Lakes Maritime Academy, Northwestern Michigan College in Traverse City.

Michigan workers for high-wage careers in health care and the emerging biomedical industry. Granholm cited CVS Pharmacy for hiring more than 25 No Worker Left Behind-funded students in the program's first year, and pointed to their support of, and investment in, lifelong learning as the embodiment of the No Worker Left Behind philosophy.

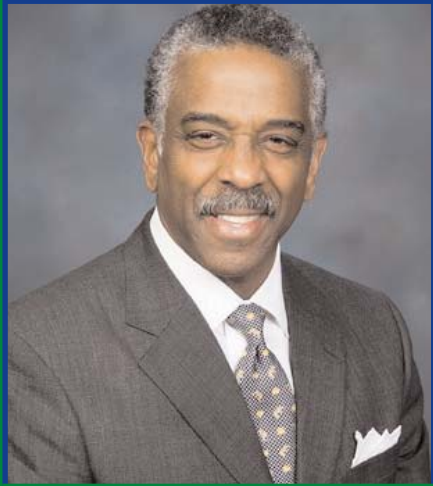
The 48,000-square-foot Biomedical Technology Center at Schoolcraft College offers classes in traditional areas such as anatomy and physiology, and courses for emerging occupations in nanotechnology, forensic technology, epidemiology, genetic science, cellular and molecular biology, and biomathematics. The center houses four laboratories and 40 classrooms and group discussion areas.

Next stop was at the Upper Peninsula State Fair in **Escanaba**, where Gov. Granholm recognized Northern Star Industries, Bay

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Director Cooley

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Alternative Work Schedules Are a Win-Win

In July, Gov. Granholm sent an email to all state employees promoting alternative work schedules as a way to help us manage busy schedules and high fuel prices, while continuing to make the State of Michigan a great place to work. I was very pleased that DLEG was in the forefront of the governor's efforts, and we offered several options to employees that allowed them to customize their schedules based on their own individual needs and preferences.

Everybody wins when alternative work schedules are offered to employees. Not only do employees get additional flexibility... research from organizations like the Families and Work Institute also shows these strategies reduce absenteeism, improve productivity, and increase our attractiveness to well-qualified prospective employees.

Since implementing this policy, many DLEG employees have opted for alternative work schedules — currently over half of our total staff participates. And already we are seeing very positive results. In many cases, office coverage has increased, enabling us to provide better service for our customers. For example, the **Office of Communications** is now staffed from 7:00 a.m. to 5:30 p.m. daily. At the **Michigan Commission for the Blind**, two staff members are now working four 10-hour days, sharing each other's work loads in the extra hours, and covering the front desk an extra hour each.

"In the recent past, it was perceived that there would be no way to offer a compressed schedule to a receptionist because, after all, her job was to be at the front desk, 8 to 5, five days a week," MCB director Pat Cannon said. "Thanks to the creativity and spirit of cooperation demonstrated by Sally and Judy, they've shown all of us a new way of thinking — and it's working well for all of us."

We're seeing productivity increases as well. In **Commercial Services**, every employee in the Document Review section works four 10-hour days with a variable day off each week. Since implementing the new schedule, non-expedited documents are being reviewed in a four-hour timeframe, well within the statutory requirement of 10 days. In the **Workers Compensation Agency**, director Jack Nolish reported, "Over 80 percent of the WCA staff are currently working an alternative work schedule and enjoying the flexibility it provides in their personal schedules and busy lives. Administratively, office efficiency within the agency has not been compromised and services to our customers have been maintained at the highest level."

And the **Michigan Occupational Safety and Health Administration** has been recognized with a 2008 Sloane Award for Business Excellence, in large part for its efforts to provide flexible work schedules for staff. Some of the options include modified work schedules, home work locations, flexible starting and stopping times, compensatory time, telecommuting opportunities, and a summer work schedule option. (For more on MIOSHA's Sloane Award, see page 10.)

Clearly, alternative work schedules are a genuine win-win. The flexibility they offer serves employees as well as our customers. So while the "where and when" of how we do our work may change, our excellent service to Michigan's citizens remains the same.

Sincerely,

Keith W. Cooley

MCB Staff Volunteer in Local Schools and Communities

Recently, the Michigan Commission for the Blind (MCB) staff were asked, "How do you use your school and community leave time?" These replies show that MCB staff do many kinds of volunteering, including quite a few evenings and weekends in addition to their eight hours of school and community leave.

Cindy Caldwell, rehabilitation teacher, DeafBlind Unit, Lansing:

"I have been volunteering with my local American Red Cross, responding to community fires, helping at blood drives, etc. I also spent six weeks in Louisiana and then Mississippi doing Katrina relief, and I have served on my local school board for the past eight years."

Sherry Gordon, Assistant Regional Manager (West Region), Kalamazoo:

"I have done numerous hours of in-service volunteering by going to schools — mostly for my nieces — and educating the students about blindness and low vision... anything from Braille, mobility, including my Leader Dog, sports, communication skills and especially the 'talking' computer."

Lisa Marchione, rehabilitation teacher, Lansing:

"I just put in a request to use school leave to chaperone my son's preschool class field trip to Potter Park Zoo!"

Carrie Martin, secretary, DeafBlind Unit, Lansing, volunteering together with Lucy Edmonds, secretary, Business Enterprise Unit, Lansing:

"Lucy and I went to Attwood Elementary School and talked to Mrs. Seagren's third grade class. The children were very excited to meet Lucy. She read them a story and talked about what it was like to be blind. They asked her all kinds of great questions. The children all wrote thank you notes to Lucy and almost all of them said how neat it was that she could read Braille even faster than their teacher read print!"

Roberta McCall, rehabilitation teacher, Lansing:

"I use my community leave to donate plasma at the American Red Cross. I can do this as often as every three days, but I try to get in about once a month. The process takes anywhere from two to four hours depending on whether I donate a single, double, or triple, which is determined by how high the platelet count is on that day."

Gwen McNeal, Regional Manager (East Region), Detroit:

"Presently I am on the board for the Detroit

Chapter of the Tuskegee Airmen, serving on the chapter's Scholarship Chairperson and as member of the Public Relations Committee. I am one of the Central Region Scholarship representatives to the National Scholarship Foundation for TAI. I am active in my church, I work with Covenant House of Michigan, and I assist in charitable activities with my sorority, Zeta Phi Beta, Inc. When I can, I participate in cancer walks in memory of my mother.

Karen Simmons, cook, MCB Training Center, Kalamazoo:

"I volunteer every month taking orders at an area distribution site for Angel Food Ministries, a nationwide ministry helping people with their food budgets. Anyone who wants to save on the cost of their groceries can participate by ordering what is available for that month. You can get \$60.00 worth of food for \$30.00 — check it out at www.angelfoodministries.com. A lot of people with bridge cards stretch their dollars with this program and the rest of us can as well."

Susan Turney, Communications & Outreach Coordinator, Lansing:

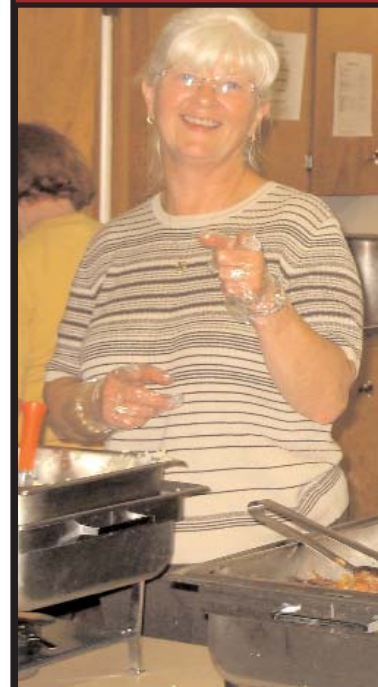
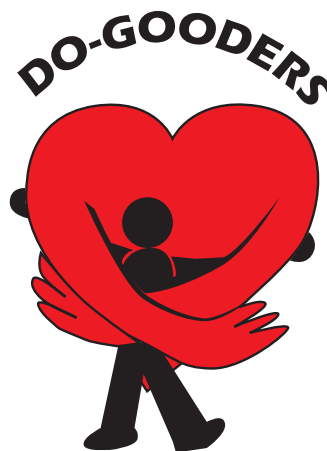
"In recent years, I've chaperoned school trips, helped with my local food bank, assisted refugees getting settled in the Lansing area, worked on an annual fundraiser for orphans in Rwanda, and hosted international students visiting the Lansing area."

Judy Wallace, accounting assistant, Business Enterprise Program, Lansing:

"Every Thursday I take one hour of my community/school leave to participate in cooking and serving food at the Elsie United Methodist Church community fellowship dinner. This is a free dinner for the village communities of Elsie, Ovid, Bannister, Ashley, Carland, and Shepardsville to provide a home-cooked, healthy meal to those that otherwise may not be able to afford it, or to persons who are just lonely and in need of fellowship. Food is provided entirely by donation. This service started in June with 46 persons in need and we are now cooking and serving meals to over 100 people."

Nichole Wright, rehabilitation counselor, Lansing:

"I've chaperoned field trips and participated in special school and classroom activities, which have included dissecting a pig's heart — and, yes, I actually participated with the kids."



Judy Wallace, MCB Business Enterprise Program Accounting Assistant, points a plastic-gloved hand at the camera as she serves food to people in need in her local community.



UIA Examiner Chad Essebaggers Making a Difference in Two Boys' Lives

As a young boy growing up in Fremont, MI, Chad Essebaggers knew he was a fortunate person. He lived with both parents, who were happily married. He and his two sisters enjoyed many family activities and were always encouraged and supported by their parents. Chad had an "awesome" relationship with his father, who coached many of Chad's sporting teams.

By comparison, many of Chad's Grand Rapids schoolmates came from broken homes and had very few, if any, privileges. So at age 21, just before graduating from college, Chad made the decision to give back by becoming a Big Brother.

Through Big Brothers Big Sisters Kent County, Chad was matched with an eight-year-old boy, Jamichael. Jamichael's father had nothing to do with him or his mother, who worked full time and attended school. Jamichael was often responsible for babysitting his baby brother while his mother was working or in class. As a struggling single mom, she had little time, desire, or money to involve Jamichael in sports or other outside activities. In addition, Jamichael had fallen behind in school and had no interest in academics.

From the very first day, Jamichael and Chad shared a love of sports. Chad immediately helped Jamichael get involved in basketball, coaching his first team and taking him to practices and games. Chad and Jamichael also attended many sporting events, including some Big Ten and NBA basketball games. One memorable highlight was a game at the Palace in Auburn Hills, where they got to watch and meet basketball great Magic Johnson.

Besides doing sporting activities, Jamichael and Chad saw movies together, went fishing, and just hung out — "ordinary, fun activities that allowed Jamichael to just be a kid," Chad said.

Over the 10 years that Chad and Jamichael have been together, Jamichael's grades have improved. He has excelled at basketball, playing

on his high school's varsity team last year. He is interested in college and took college prep classes this summer to get ready for his senior year. Although the relationship was officially ended by Big Brothers Big Sisters when Jamichael turned 18, the two have remained close, and Chad just completed the paperwork to become the official Big Brother to Jamichael's younger half-brother, Cameron.

"It's been incredibly rewarding to watch Jamichael grow from this struggling, shy kid into a varsity basketball player and a good student," Chad said. "He's been around some really bad stuff and his father has been no part of his life, but he's turned out to be a great young adult."

Chad has worked as an unemployment examiner in the Unemployment Insurance Agency Grand Rapids office since 2006. He has been serving in a limited term capacity, but just received the good news that the position

has been made permanent. His favorite part about the job is helping people figure out their unemployment claims. A criminal justice graduate of Grand Valley State University with experience in law enforcement and finance, Chad hopes to bring his skills to UIA's fraud unit at some point in the future.

Chad has been married to Julie, a high school guidance counselor, for six years. They have two children: daughter Addison, who's three, and son Luke, who's one. They also have an English Bulldog named Wrigley.

Chad said he would strongly encourage any DLEG employees to consider becoming a Big Brother/Big Sister or get involved in mentoring.

"It's an amazing feeling, to offer an adult male relationship to a kid who was shown no love by his father, take him out of a tough environment for a while and share with him some of the normal activities that every kid should be able to do," Chad said. "It doesn't take that much time, but you can really make a difference in a kid's life."



Chad Essebaggers hangs out with his former Little Brother Jamichael and current Little Brother Cameron.

"It's been incredibly rewarding to watch Jamichael grow from this struggling, shy kid into a varsity basketball player and a good student." — Chad Essebaggers

**To learn more about mentoring, click here:
<http://www.michigan.gov/mentormichigan>**

Everything You Wanted to Know About Labor Market News

According to the overview of DLEG's Bureau of Labor Market Information & Strategic Initiatives (LMISI, or LMI as it is sometimes called), the Bureau "provides labor market information, economic and workforce research/analysis and program measurement data and services. It functions as the central information and research support group for DLEG." In short, LMI has all the labor and economic data you could ever want — plus gives the story behind the statistics. We recently met with director Rick Waclawek to get the 411 on LMI.

How long has LMI been in existence?

Labor Market Information & Strategic Initiatives was created as a bureau in 2004, consisting of seven activities with personnel split between Detroit and Lansing. The intent was to establish labor market information as a stand alone bureau and to elevate its research and analysis capabilities on workforce and economic matters.

What is the main activity of LMI?

Federal grants from the Bureau of Labor Statistics (BLS) and the Employment and Training Administration (ETA), both under the U.S. Department of Labor (DOL), are the primary source of funds that support LMISI activities. Each grant has specific deliverables that LMISI is contractually obligated to provide.

Our strength, our main core, is in the development and analysis of labor market data in employment, unemployment, industries, occupations and wages for Michigan. We network with labor market professions in all 50 states and the federal offices to provide a structured and consistent approach in putting this information together. In addition, we have access to a multitude of databases that assist in research and responding to customer questions. Our "claim to fame" is the monthly unemployment release, which is a BLS requirement that follows specific guidelines to ensure consistency among states.

Tell us about some of the services you offer.

Along with the traditional labor market data we are expanding our analysis efforts to put this wealth of information to greater use for the state's benefit. One of the newest products we've developed is the Michigan Economic and Workforce Indicators Report, a biannual publication that provides a comprehensive picture of Michigan's workforce and economic situation. It's intended to offer insight and perspective on key labor market data that impact Michigan's workforce and businesses.

One little known endeavor that Michigan has recently entered into with the U.S. Census Bureau is the Local Employment Dynamics (LED) program. It's a series of new data sets developed by linking existing administrative records with demographic information to produce new economic measures. This rapidly evolving tool provides 29 workforce indicators assessed by worker age, gender and geographic areas. The LED takes our state data and gives it a new perspective.

These are just a few of our many products and services—our objective is to be the source for consistent and reliable workforce and economic information presented in a balanced and insightful manner.

Who are your customers?

Everyone who needs workforce info—Michigan Works! Agencies, economic developers, state and local

workforce groups, communities, employers, students/job seekers, educators, the media, the governor's office, other state departments, DLEG bureaus... The information we generate touches just about everybody.

What's available on your website?

The website is an invaluable tool—we had 330,000 hits last year. Everyone from researchers to the general public can find economic data, analytical tools, and valuable articles and publications.

A good place to start is the "What's New?" section, because it lists all our latest information and services. The publications section offers something for everyone, including the "Michigan's Hot 50 Jobs" brochure, the "Michigan Career Outlook 2012" pamphlet, the "Annual Planning Report," just to name a few. The LMI "Quick Reference Guide" is another great place to start for a brief overview.

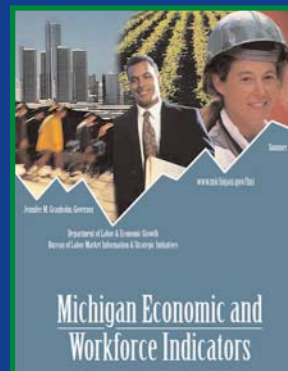
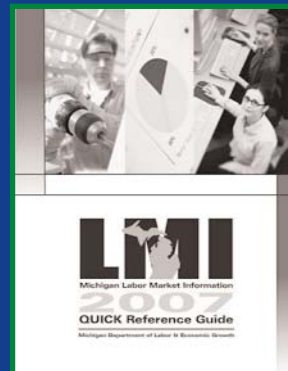
What are the current challenges facing LMISI?

From the onset, LMISI has been challenged to grow and expand the capabilities of our research staff given the economic conditions in state government and ongoing reductions in federal funding. We've changed our business model to leverage our skills, knowledge and experience to support the state's agencies/departments' research needs. Over time, we hope to establish a brand-like identity for our organization, one that people will value and depend upon.

As we see it, we have advantages that are hard to duplicate. We have access to a multitude of data sets, insight and knowledge in regional labor markets supported by national databases, using proven statistical methods; and a network of LMI professionals in 50 states and the federal agencies. Most important we know our state, supported by a team of outstate analysts that know their areas and who have direct contact with their communities and workforce agencies.

Can you give us a snapshot of Michigan's employment and economic situation?

It's no surprise—Michigan is leading the nation in unemployment and has been for over two years with manufacturing and the auto sector having the biggest impact. Right now the Big Three are losing sales at an unprecedented rate. There is a major effort to diversify the state's economy but that will take time. DLEG is putting a great deal of effort into training/retraining our workforce to meet the skills required for the new knowledge based economy. LMISI has been helping to define the in-demand jobs for today and where the job demand will be in the future, as well as outline the required training. The greatest opportunities near and long term are in occupations that require higher education. The day of getting a good-paying job out of high school that will support a middle class life style for a family is over. We need to get this message out to our kids and their parents.



Rick's Words of Wisdom

"Let your kids know there's a wealth of information about careers, jobs and training on Michigan's websites, including the LMISI site (www.milmi.org)."

"We can provide them with all the tools and resources they need to make decisions about their future work lives."

MIOSHA Take a Stand Day

By Judith Shane, MIOSHA Communications Director

The Michigan Occupational Safety and Health Administration (MIOSHA) held its fourth annual "Take a Stand Day," (TASD) on August 7. MIOSHA dedicated more than 125 professional staff to visit Michigan high-hazard industries targeted by the MIOSHA Strategic Plan. A total of 219 requests for service were received for "Take a Stand Day."

MIOSHA safety and health professionals — including compliance staff, outreach consultants, managers, and supervisors — all went into the field to provide safety and health consultations for companies who participated in this event. There were no CITATIONS or FINES for participating workplaces. Participants agreed to correct all serious conditions.

MIOSHA distributed "Comment Cards" during each visit so that our customers could rate and describe the service they received. Here are some of their comments:

- "Our respirator program has been updated to better the health of our employees due to MIOSHA's visit." Parton & Preble, Inc., Warren.
- "The visit gave me insight into specific areas that need special attention, especially as a new safety coordinator." Exco Extrusion Dies USA, Chesterfield Township.
- "Continue programs like this and make the consulting and training consultants better known." J & M Machine Products, Muskegon.

Employers participating in "Take a Stand Day" have expressed appreciation and demonstrated cooperation to assure their workers a safe and healthy workplace. You can read some of their stories with the photos.



MIOSHA Construction Safety Office John Stewart conducted a hazard survey at Thompson Brothers Inc. of Muskegon, an excavation contractor. Stewart (right) is pictured here with Chris Thompson, president of Thompson Brothers Inc.



Hoyt, Brumm & Link, Inc. of Ferndale, a process piping contractor, requested a TASD visit. L-R: Keith Ruppel, Shop foreman; Gayle Spinazze, safety coordinator; Tommy Kesterson, MIOSHA industrial hygienist; Kathleen Romano, office/human resources manager; and Kevin Gilday, MIOSHA safety inspector. Kesterson and Gilday provided an entire hazard assessment of the facility and all operations within.



MIOSHA industrial hygienist Specialist Gerry Dike conducted a hazard survey at Global Titanium in Detroit and provided recommendations for safety and health improvements. L-R: Bob Swenson, president/owner; Jason Claes, safety manager; Gerry Dike, MIOSHA industrial hygienist specialist; and Brian Beaudrie, vice president.



FlexNGate Corporation in Battle Creek expressed their gratitude for CET assistance and the great learning experience provided. L-R: Nancy Davis, HR manager; John McCurdy, pressroom manager; Howard Simmons, CET safety consultant; Eric Wuensch, plant manager; Mitch Edwards, assembly manager; Connie O'Neill, CET division director; and Mark Tackaberry, toolroom supervisor.



CET construction safety consultant Pat Sullivan conducted a hazard survey for Rockford Construction Company at their Hartland Towne Square excavation site in Hartland. L-R: Sullivan, Staci Smith, CET program developer, and Jim Guidi and Mike McLouth, Rockford superintendents.



During TASD, MIOSHA Construction Safety Officer Brian Gronda (not pictured) conducted hazard surveys at two worksites for Triangle Associates, Inc., a construction company specializing in health care, K-12, higher education, commercial, industrial, water plants and government facilities throughout Michigan. These employees are working at a school addition project in Grand Rapids.



The excavation by Site Development is "benched" back, an employee is applying cement to the pipe/manhole. The excavation was in total compliance with Part 9 Excavation, Trenching, and Shoring. Grand Rapids-based Rockford Construction is licensed to build in 37 states.

DLEG Employees Join Gov. Granholm in Run Across the Mackinac Bridge

Two DLEG employees were among the 275 runners, including 27 other state employees, chosen by lottery to join Gov. Jennifer M. Granholm on the 51st annual Labor Day trek across Mackinac Bridge. Gina DiNatale Coon, Office of Communications — Division of Media and Public Relations, and Chris Seppanen, State Office of Administrative Hearings and Rules, were randomly chosen out of the 11 DLEG employees who submitted their names to represent the department by running with the governor.

The bridge crossing is a 51-year-old tradition that began when Gov. G. Mennen “Soapy” Williams crossed the newly built bridge in 1957. In 2004, a new Labor Day tradition began when Gov. Granholm launched the first ever Labor Day Bridge Run to kick off the Mackinac Bridge Walk. This year about 275 runners led the way, followed by some 40,000 others who walked or wheeled across.

Gina, who participated in the run with a friend, said, “It was tougher than I thought it would be to get up the hill for the first half of the race, but once I reached the downhill, all the difficulty vanished.”

“The opportunity to kick off the annual Labor Day walk as a state employee with a run across the bridge was fantastic,” Chris said. “The state employee ‘ambassadors’ were all called onto the bridge first and we were given a send off by the governor. We virtually had the entire bridge to ourselves as the sun came up over Mackinac Island during the run. It was a very unique experience for which I am grateful for the opportunity to participate.”

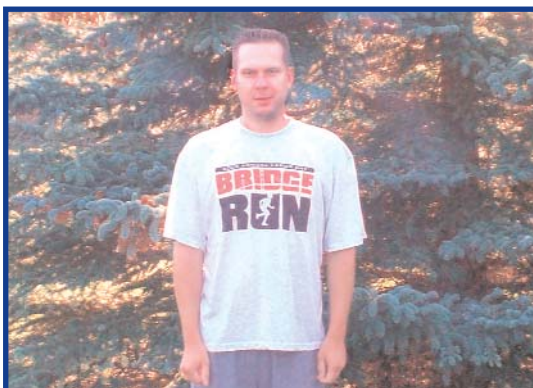
Gina completed the 4.5 mile run in a flat 45 minutes. Chris didn’t keep track of his time, but believes he was “the third state employee to cross the finish line.” Gov. Granholm finished in 35 minutes, 27 seconds, her personal best time for the event.

In addition to leading the walkers across the bridge and enjoying the view from the Mighty Mac at sunrise, the runners enjoyed a pasta dinner the night before, received a commemorative T-shirt, and had their names listed in the 2008 event yearbook.

“It was a gorgeous day, and the event was made even more spectacular by the sunrise that took place just as the runners crossed the bridge,” Gina said. “I was thrilled to be able to participate and represent DLEG in this memorable occasion.”



Pausing for a quick photo after the race are (L-R): Gina DiNatale Coon, Office of Communications, Gov. Granholm and Gina’s friend, Ellen Waisanen.



Chris Seppanen, State Office of Administrative Hearings and Rules.



More than 40,000 people walked across the bridge this year.

DLEG's Got Talent!

Many of DLEG's 4,000 employees have abundant talent beyond their day jobs. Here is a glimpse at just a few of the performers and artists who also happen to be your fellow co-workers.



Tiffany Daugherty on the cover of her workout video, "Praisercize."

Tiffany Daugherty, administrative law specialist in the Bureau of Commercial Services, loves to dance and has even produced two gospel workout videos called "Praisercize." Tiffany created the videos because she had been searching for a routine that combines a strong cardio workout with good gospel tunes and could not find one. "They give you the opportunity to have fun, get fit, stay in shape and praise the Lord at the same time," Tiffany says. She conducts aerobic workout sessions for various women's groups and health and fitness organizations. She also enjoys ballroom dancing, and at the recent Comerica Tastefest in Detroit, Tiffany won a dance contest hosted by radio station WMXD 92.3.



Yvette Robinson, left, and two backup singers prepare to record the Root Doctor CD, "Change Your Ways."

Yvette Robinson, departmental analyst in the Bureau of Commercial Services, has been performing as a gospel singer since childhood, singing with her siblings at church, benefits, weddings, and birthdays. In 2002, Yvette was one of five finalists out of nearly 3,000 contestants who made it to the last round of the "2002 Sing Lansing Contest." As a finalist, Yvette had the opportunity to sing with the Greater Lansing Symphony Orchestra on the Wharton Center's Great Hall Stage. Yvette also has performed background vocals for many singing artists and recorded LIVE at Glenn Brown Studios in East Lansing. Last year, she was one of three background vocalist's for the

making of the Michigan band Root Doctor's last CD, "Change Your Ways." And at the Great Lakes Folk Festival in August 2008, Yvette was a presenter who worked closely with the gospel singing group the Singletons all weekend. Yvette also plays congas, tamborine, harmonica and drums. She is a professional actor and has taught beginner and intermediate courses at Michigan State University, during her teaching assistantship working toward her master's degree. Directing and producing shows are her specialty.



Martin Douglas

Martin Douglas, UIA examiner by day, is also known as "the Keymaster." Martin began playing keyboards in his early teens, and he has performed professionally as a soloist and sideman with many groups around the Metro Detroit area, the United States and overseas. Currently he performs with Blue Dawne, a new five-piece R&B group that entered the Detroit club scene in 2005. Martin's musical styles span many genres. His keyboard and synthesizer skills bring that certain flavor to Blue Dawne's unique sound. Martin also sings lead and background vocals Blue Dawne.

Elaine Pohl, secretary to the director of the MES Board of Review, performs as a singer with a band called "The Elder Apes." The band includes her husband Gary on keyboard, one son, Douglas, who is both guitarist and lead singer, another son, Craig, who plays bass guitar, and two other performers, a drummer and a guitar player. It is a rock band that performs mostly the "oldies but goodies" along with some current tunes. Elaine performs a few songs and sings back-up for others. She says, "it's strictly for fun and not especially lucrative." Elaine and her husband host a Halloween party each year where this band and their son's other band perform for probably 150 – 250 people. All come in costume and it's a lot of fun. This year will be the 11th year hosting the Halloween party.



Elaine Pohl (center) sings with her band Elder Apes. Her son Craig (left) is playing bass guitar and son Doug (right) is on lead guitar.

Pat Hudson, Energy Office, has been performing with bands for almost 30 years. Currently he plays bass and percussion with two local groups: Any World, a three-man band performing a wide variety of songs at local venues; and My Neighbor's Dog, featuring Lansing-based musicians performing original pop/rock music. Pat has also put together the State Government Blues Review band, consisting of Bill Malone on guitar (Department of Information Technology-DIT), Dave Ludington on drums (Human Services), and Pat, that performs at various DLEG gatherings. Pat started playing music in Grand Blanc and joined the acoustic trio Citizen's Arrest in the late 70's. Moving around the Midwest led to musical adventures in many genres including country, the 50's, rock, pop/rock, and funk. Pat has been fortunate to share the stage with artists such as Mickey Gilley, Steve Wariner, Conway Twitty, and the O'Jays.



Pat Hudson

[More] DLEG's Got Talent!

Automobile and Home Insurance Consumer Advocate **Butch Hollowell** grew up with an opera singer mother and musical sisters, but he didn't actually become a musician himself until adulthood. This self-taught guitarist, who learned how to play by studying a "Guitar Playing for Dummies" DVD, has been playing for about three years. After improving his skills and gaining enough self-confidence to play in public, Butch began performing this year at A.J.'s Coffeehouse in Ferndale. Butch mostly plays covers of popular songs, particularly rhythm & blues. He will perform in the Christmas show "Hey-Zeus" at A.J.'s this holiday season, playing the part of A.J.

Bill Malone, DIT, one of Pat Hudson's fellow band members in the State Government Blues Review band, also plays guitar and performs vocals with the Lansing-based Old Town Blues Band. Bill's musical career began in 1969 when a friend introduced him to the music of a guitarist by the name of Jimi Hendrix and the rest as they say, is history! His roots are deeply steeped in blues and rock with a wide variety of mentors from T-Bone Walker, Elmore James, BB King, Albert King to Jimi Hendrix, Johnny Winter, Eric Clapton, Jeff Beck and Stevie Ray Vaughan. Younger fans comment that he "shreds" on guitar, and older folk say he "just plain rocks."

Sharetha Smith, departmental analyst with the Unemployment Insurance Agency's RICC in Saginaw, enjoys acting and poetry reading. She has performed in local plays and skits including "Homegirls," "Times Have Changed," and "I Am A Black Woman," and has performed poetry readings during the 2005, 2006 and 2008 Saginaw RICC Annual Black History program.

Lori Howard, Lisa MacLeod and Virginia Abdo, Bureau of Workforce Transformation, dance in an adult performance troupe called the Fabulous Forevers sponsored by Synergy Dance Studio in Holt. They will perform tap, jazz and hip hop routines for local senior citizen centers and compete in a local competition.

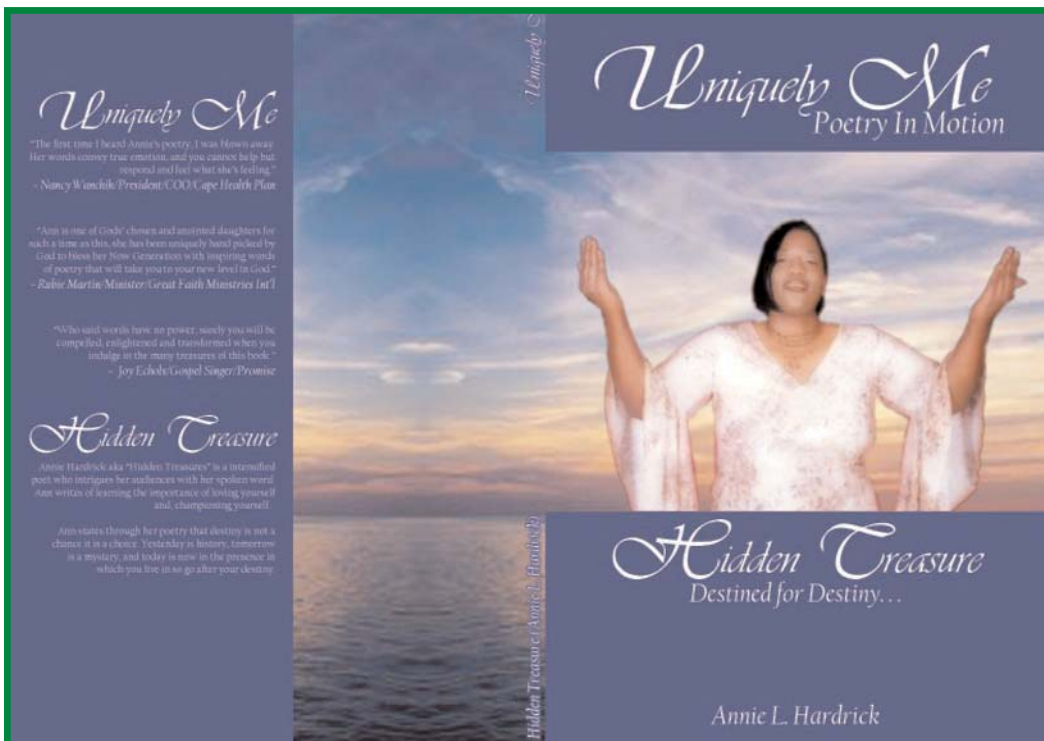
Annie Hardrick, Office of the Automobile and Home Insurance Advocate, writes poetry and does readings. In 2004 she wrote and self-published a book called "Uniquely Me," a collection of poems focusing on learning the importance of loving yourself and championing yourself. She has done poetry readings at Truth Bookstore in Northland Mall and several local churches in Metro Detroit. She is currently working on another book and documentary.



Butch Hollowell



Bill Malone



Annie Hardrick's poetry book, "Uniquely Me."



MCTI Hosts International Visitors

By Patty Miller-Kramer, MCTI

Michigan Career and Technical Institute (MCTI) hosted visitors from the Surkhandarya region of Uzbekistan on Tuesday, August 12, 2008. The group was in Michigan as part of Colleagues International's (CI) partnership with the Kalamazoo Chamber of Commerce. Colleagues International promotes international understanding and facilitates global business, professional development and cultural exchanges. "We foster and promote Citizen Diplomacy-one handshake at a time," said CI Executive Director Jennifer Lang. Lang further stated that "research shows that each person will affect the opinion of at least six others."



The group poses in front of the Flexographic Press in the MCTI Graphics Communications Department.

The trip was funded by the U.S. Agency for International Development under the U.S. Department of State, which administers leadership exchange programs. Colleagues International arranges the local itineraries and "American experiences" for hundreds of delegates. CI identifies experts in various fields to meet with the guests; they develop relationships for academic, cultural, civic and business institutions; and help prevent future wars by making friends with the world's new leaders.

The program theme for the Uzbekistan delegation was "Support for Disabled Groups, Organizations and Societies." The 10-member group consisted of special ed and general ed teachers, as well as a speech therapist and psychologist. They were also accompanied by an interpreter.

Each group member was hosted by a family in the Kalamazoo area for their entire three week stay. Other site visits included the Croyden Avenue School, and the Van Buren and Kalamazoo area intermediate school districts.



The Uzbekistan delegation admires the CNC router in the Cabinetmaking Department at MCTI.

The Michigan Career and Technical Institute is a program under the Department of Labor & Economic Growth—Michigan Rehabilitation Services (MRS). MCTI is a vocational training center for adults with disabilities. MCTI has 12 vocational training areas: automotive technology, cabinetmaking/millwork, culinary arts, custodial, customer service, electronics servicing, graphic communications, grounds maintenance, office automation, machine technology, certified nursing assistant, and retail marketing.

Wage & Hour Celebrates 30th Anniversary of Two Laws it Enforces

This year marks the 30th anniversary of two major laws that assist Michigan workers. Both laws, which were enacted in 1978, are enforced by DLEG's Wage & Hour Division.

The first, the Youth Employment Standards Act, ensures that workers under age 18 (minors) are limited in the hours they work and the type of work they can perform. The law also requires a work permit authorization before minors can start their jobs. Additionally, the law and accompanying rules prevent minors from being exposed to hazardous occupations.

The second statute, the Payment of Wages & Fringe Benefits Act, provides a means by which workers can file claims for and recover wages and/or fringe benefits that are due and owed to them. The law also prevents discrimination against or discipline of any worker who files a wage or fringe benefit claim. This Act is used heavily by workers with nearly 7,000 claims filed annually with the Wage & Hour Division.



21st Annual State Employees Charitable Campaign

September 15 – October 17 ■ Theme: “Give what you live”

The State Employees Charitable Campaign (SECC) 2008, taking place September 15–October 17, is an annual giving opportunity for state employees to contribute money for a variety of causes which support the communities in which they live, work, volunteer, and raise their families. State employees can pledge to a charity/charities of their choice to help meet community needs related to arts, culture, children, disabled, education, environment, families, health care, homelessness, hunger, and seniors. The theme of this year's campaign, “Give What You Live,” is an encouragement to determine what you live for or what issues and challenges hit home for you.

2008 Goal:

\$1.5 Million — a 2 percent increase from last year's total (2007 – \$1,488,894)
DLEG employees contributed more than \$123,000 last year alone

Kick-Off Events

Cadillac Place/East Show Room

- Tuesday, September 16
- 11:30 a.m. – 1:00 p.m.
- Entertainment, popcorn, and ice cream

Capitol Complex Quad

- Wednesday, September 17
- 11:30 a.m. – 1:00 p.m.
- Entertainment, popcorn, and apples

GOB & Ops Center

- Thursday, September 18
- Apple greeting

Jeans Week, September 15 – 19

Yearly jeans day donations often go unrecognized by SECC. Please consider speaking with your internal jeans day coordinators about encouraging participants to make their weekly \$2.00 donation through the SECC electronic system by allotting \$4.00 per pay period to the charity of their choice.

- Participants can then print their SECC summary and turn a copy into the jeans day coordinator which would cover their contribution through the duration of their contribution.
- By doing this your contribution will be tax deductible, DLEG will be recognized for all funds contributed, a larger number of charities will receive funds, the same amount of funds will be donated, and you will not have to worry about your cash.



Silent Auction

The auction will feature exclusive items and experiences with and made by members of our staff. The auction will take place in early October. Currently we have the following donations:

- Lunch with Director Keith Cooley
- A round of golf with Communications Director Mario Morrow
- A one-of-a-kind handbag created by Kathy Fagan (DLEG Communications)
- A unique and beautiful piece of art made by a local artist donated through Dan Dykstra (DLEG Executive Office)
- Tickets to Connexions Comedy Club donated by Paula Stevens (DLEG Communications)
- A year's gym membership valued at more than \$500.00 donated by one of our Worker's Compensation Agency employees.

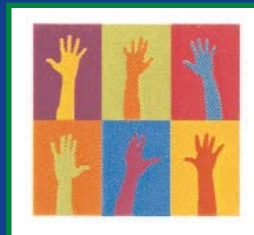
Please let Nicole Sunstrum know if you can make a donation or have suggestions on ways to make this a successful event.



Volunteer

A unique feature of this year's campaign is the focus on “giving time, not just money.” SECC coordinators have partnered with the Michigan's Community Service Commission to encourage state employees to take advantage of the Community Service credit provided to us each October 1 to help change lives through service.

- Last year only 30 percent of state employees used their 8 service hours.
- For a list of organizations you can help, please visit the Michigan Community Service website at www.michigan.gov/mcsc.



Contributions

Contributions can be made through your MI-HR Self-Service account or by completing the form inside SECC code directories, available through bureau and agency representatives.

For more information, visit the SECC website at www.misecc.org. If you have any questions please contact the department coordinator: **Nicole Sunstrum** at 517.241.0481 or sunstrumn@michigan.gov

Cooley Warns Citizens About Websites That Charge Fees

Recently, the Kalamazoo-St. Joseph Michigan Works! notified the Unemployment Insurance Agency (UIA) of a local woman who had paid a website \$19.95 to file her unemployment claim plus \$2.95 every two weeks, presumably to handle her biweekly eligibility certification. Later the agency received a similar complaint from a Traverse City man.

News of the first incident led DLEG Director Keith Cooley to issue a warning to Michigan citizens and, especially, the unemployed not to use websites that charge fees for filing their unemployment claims.

As Director Cooley pointed out, "There is only one official website that unemployed workers should use when applying for unemployment benefits in Michigan

and that is: www.michigan.gov/uia, and there is no fee for using the site."

He added that UIA's toll-free claims telephone line 1-866-500-0017 is also the only official number workers should call to apply for unemployment benefits in Michigan.

These independent websites may look official, but they are not authorized by the state of Michigan. In fact, using them could jeopardize or delay a worker's benefits and expose them to possible identity theft.

Michigan is not alone in cautioning citizens about these independent websites. Idaho, Missouri, Montana, North Carolina, Ohio and Pennsylvania are among those that have issued similar warnings.

MIOSHA Receives Sloan Award for Workplace Flexibility and Effectiveness

By Judith Shane, Communications Director, MIOSHA

On August 14, MIOSHA was named one of 12 Michigan winners of the **2008 Alfred P. Sloan Award for Business Excellence in Workplace Flexibility**, distinguishing the agency as a leading practitioner of workplace flexibility in Michigan and across the nation.

"I'm incredibly proud that our MIOSHA team is one of the Sloan Awards winners this year," said DLEG Director **Keith W. Cooley**. "This recognition is an excellent example of how a public agency, with a variety of employee unions and needs, can create flexibility to meet the needs of employees and provide the best service possible to their customers."

The awards are part of the **When Work Works** project, an ongoing initiative of Families and Work Institute, the Institute for a Competitive Workforce (an affiliate of the U.S. Chamber of Commerce), and the Twiga Foundation.

For MIOSHA, the journey began in 2000 with a culture survey. The results showed a high percentage of staff felt very connected to their mission, but there was opportunity to make MIOSHA a better place to work. MIOSHA administrators and managers did the right thing. To become a more flexible organization takes a lot more than just implementing work schedule options. For MIOSHA, it started with steps to create a much more participatory management culture.

The Sloan Awards were open to organizations in Michigan with more than 10 employees that had been in business for at least one year. Applicants were evaluated in a rigorous two-step process, first comparing the employer's application to nationally representative data from Families and Work Institute's National Study of Employers, and then corroborating the employer responses through a survey of employees.



Celebrating MIOSHA's Sloan Award success: Susan Corbin, DLEG Deputy Director and Chief of Staff; Judith Shane, MIOSHA Communications Director; Doug Kalinowski, MIOSHA Director; Amber Sweeney, MIOSHA Administrative Assistant; Martha Yoder, MIOSHA Deputy Director; Adrian Rocska, MIOSHA Safety and Health Manager; Keith Cooley, DLEG Director; Greg M. Handel, Senior Director, Workforce Preparedness, Detroit Regional Chamber; and Daniel G. Mulhern, First Gentleman, Office of the Governor

Customer Service Students at MCTI Support Habitat for Humanity in Barry County

By Patty Miller-Kramer, MCTI

Students in the Customer Service (CS) training program at the Michigan Career and Technical Institute (MCTI) were given an assignment: research six charities in Barry County and learn what each charity offers to needy individuals and the importance of that role in the community.

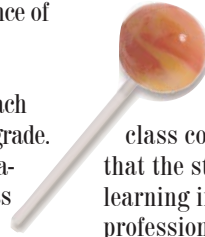
According to CS Instructor Sharon Lake, each student then made a class presentation for a grade. Sharon said that based on persuasive presentation, students voted on one charity for the class to fundraise for and Barry County Habitat for Humanity won the vote.

For this fundraising experience, the class sold Ozark Delight Lollipops. These lollipops are made in the Ozarks by a family owned company and only available to schools as a fundraising activity. With 40 different flavors for sale, the class sold 960 lollipops, while also accepting donations. \$244 was raised through lollipop sales and \$131 was raised through donations. The total donated to Barry County Habitat for Humanity was \$375.

Barry County Habitat for Humanity Executive Director Cindy Collins reported the donation will be used to support building houses next season. The Barry County chapter completed two houses this summer, and one of those was during a one-week blitz.

Sharon's supervisor, Karen Pohja, Director of Career and Technical Education at MCTI, said, "I am so proud of the students, and how they embraced this opportunity to support the Barry County community."

"This lesson helped students learn what volunteer opportunities are available so people can become actively involved in their communities," Instructor Lake said. "They can become more valuable members of their communities by giving back." Three of the graduating students stated they would be contacting their local Habitat for Humanity so they could become involved after graduation.



Every term the students in the CS class complete two such projects which require that the students apply the CS skills they are learning in class. Projects require skills such as professional telephone/e-mail communications, problem solving, and appropriate questioning for information, Internet research, as well as a class presentation and a report.

Customer Service is one of 12 vocational training programs at the Michigan Career and Technical Institute. MCTI is a program under the Department of Labor & Economic Growth—Michigan Rehabilitation Services (MRS). Other vocational training areas include: automotive technology, cabinetmaking/millwork, culinary arts, custodial, electronics servicing, graphic communications, grounds maintenance, office automation, machine technology, certified nursing assistant, and retail marketing.



MCTI Customer Service class from left: Curt Garnsay, Kim Alling, Dana Hall, Amelia Bennett, Marilyn Littlepage, Candice Taylor, Alicia Swarthout and Cindy Collins, Executive Director, Barry County Habitat for Humanity.



Director Cooley stands with the original members of the No Worker Left Behind Action Team after presenting them with certificates of appreciation for their hard work during the first year of NWLB. L-R: Ben Williams, Nate Kammer, Krista Johnson, Andy Levin, Stephanie Beckhorn, Rey Guzman, Patty Vanaman, Rick Niedieck, Dan Dykstra.

Not pictured are: NWLB Team Lead Diana Carpenter and Rick Schneider



Harvest Gathering Time! **GIVE LOCAL**

October 13 – October 24

The Michigan Harvest Gathering State Employee Campaign is scheduled this year for October 13–24, with a kick-off press conference scheduled for October 18 at the State Capitol in conjunction with the “Select Michigan Farmers Market.” The 2008 goals for state employee donations are \$42,000 and 66,000 pounds of food, up from 2007’s contributions of \$38,210 and 59,399 pounds of food.

The Michigan Harvest Gathering is an annual campaign to raise food and funds to support the state’s nine regional food banks. Food and funds collected during the campaign are used to support the work of the state. Since 1991, the Food Bank Council of Michigan has held this annual fall food event to help the less fortunate residents of our state.

This year’s theme is “Give Local” to emphasize the reality of hunger in Michigan and that money and food raised will support people in local communities.

Each year, one in 10 people in Michigan rely on the food bank network for emergency food assistance. Of those, 38 percent are children and 14 percent are senior citizens...both of which are the most vulnerable groups in our state. For every dollar you give, \$14 worth of food can be purchased by our regional food banks.

Boxes will be delivered to state offices as the campaign nears. Employees will also be able to make monetary donations online by visiting the Michigan Food Bank/Website at <http://www.fbcmich.org/site/PageServer?pagename=homepage>

Look for more information as the campaign nears or if you have any questions, please contact DLEG’s coordinator: Nicole Sunstrum ■ 517.241.0481 ■ sunstrumn@michigan.gov



Barbara and Dean Moore

Wife Promoted to U.S. Army Reserves Colonel



Dean Moore, rehabilitation counselor, Michigan Rehabilitation Services in Livonia, has good reason to be proud of his wife Barbara. She was recently promoted to the rank of a full bird Colonel in the U.S. Army Reserves, moving up to Deputy Commander of Nursing at Fort Bragg in North Carolina. She had been serving in the 322nd Medical Company USAR Nurse Corps (formerly the 323rd Combat Support Hospital). Barbara teaches nursing at Wayne State University in her regular civilian job; she is also in a Ph.D. program for nursing. The Moores will continue to live in Lathrup Village and Barbara will be able to commute as needed. The Moores have four children — Dean II, Devon, Deshon, and Diamond.

NWLB Hits the Road to Celebrate One Year (Cont.)

College, and the Michigan Works! The Job Force Board for their model No Worker Left Behind partnership — a collaborative effort between business, college, and the local workforce agency that resulted in Northern Star and other U.P. businesses hiring more than 100 workers.

Northern Star Industries, Inc., located in Iron Mountain, manufactures the BOSS Snowplow, state-of-the-art control panels and substation control centers for electrical utilities, and specialty controls for the U.S. Navy.

The tour ended at Macomb Community College in **Warren** where Director Cooley and Deputy Director Levin recognized the Macomb/St. Clair Michigan Works! Agency for topping all Michigan Works! Agencies (MWA) in the state for placing No Worker Left Behind-funded workers into training for new jobs. In the first 11 months of the No Worker Left Behind initiative, The Macomb/St. Clair MWA enrolled 2271 people in training and educational programs to prepare them for jobs in Michigan's emerging economy. Also recognized was Macomb Community College, where 423 No Worker Left Behind students have trained or are training for new careers.

Burtek Incorporated, a Macomb County employer, works regularly with the Macomb/St. Clair MWA to test and hire employees. Since the No Worker Left Behind initiative's inception on August 1, 2007, Burtek has hired several highly-skilled workers who completed No Worker Left Behind-funded job training at Macomb Community College.

"Matching the skills of our workforce with the needs of our employers is what No Worker Left Behind is all about," DLEG deputy director Andy Levin said. "We must begin with the recognition that none of us can do it alone. We must all work together — citizens, businesses, government, and educational institutions — to build a Michigan workforce with the skills and training to meet the needs of Michigan's existing and emerging economy."

The second year of No Worker Left Behind will feature the new Green Jobs Initiative, a \$6 million investment in training for jobs in alternative energy industries including wind, solar, biofuels, geothermal and other green industries. DLEG will partner with community colleges, entrepreneurs, and employers to create the training programs needed to help green companies succeed in Michigan.

On August 1, 2007, Granholm announced the No Worker Left Behind initiative: an ambitious plan to train 100,000 citizens in three years for jobs in high demand occupations, emerging industries, and entrepreneurial endeavors. No Worker Left Behind gives Michigan workers the opportunity to acquire the skills they need to win good-paying jobs in today's global economy. No Worker Left Behind provides up to two years of free tuition at



In Lansing, Bureau of Workforce Transformation Director Liza Estlund-Olson faces a TV camera to talk about No Worker Left Behind.



Students demonstrate some of the high tech equipment used in the Biomedical Technology Center at Schoolcraft College in Livonia.



DLEG Deputy Director Andy Levin and Director Keith Cooley talk to Robert A. Eslinger, executive director for Business Services – Michigan Works! The Job Force Board at the Governor's Luncheon in Escanaba.



Joshua Smalley talks about his experience with No Worker Left Behind.

NWLB — Success Stories

any Michigan community college, university, or other approved training program for qualifying participants.

To date, NWLB has helped more than 31,000 Michigan workers unemployed and under-employed Michigan workers get training for new careers in areas of high demand. Here are some real-life stories of just a few of those workers:

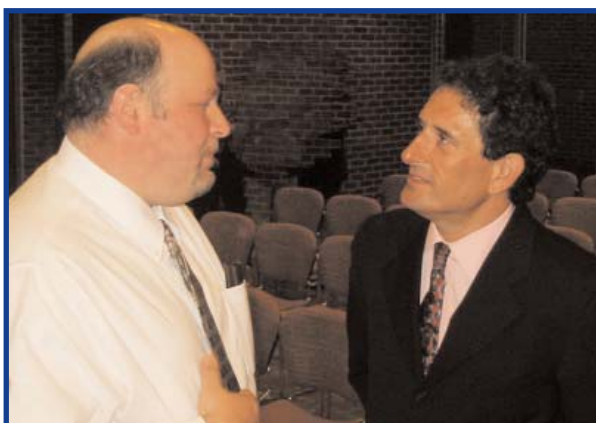
Joshua Smalley is one of the NWLB-trained workers now employed at Demmer Corporation. Prior to his NWLB training, Smalley had worked as a truck driver, and he was also an experienced welder, having spent 15 years welding in his family's auto repair shop. He tried to land a job at Demmer, but was not familiar with working with the thick metals Demmer uses, and he failed the skills assessment test. A few weeks later, Capital Area Michigan Works! connected Smalley to NWLB and the opportunity to train for a job at Demmer Corporation. LCC instructors came to the Demmer plant, and in three weeks he had completed training in the specific welding techniques required to work on the Demmer products.

Tom Swarthout was working at a local retail store in Iron Mountain and looking for a new career when he heard about the No Worker Left Behind Initiative. He had taken a semester of welding at Bay College, and decided to consult the Michigan Works! The Job Force Board to explore options for additional education. With the help of Michigan Works!, Swarthout was accepted in to the welding certification course at Bay College. Upon graduation, he got a job as a Fabricator Welder at BOSS Products division of Northern Star Industries.

In 2000, **Harvey Diem** was working as an uncertified pharmacy technician at a hospital in Colorado when he was laid off. He moved to Michigan and found other employment, but wanted to return to work in a health care position. Diem contacted his local Michigan Works! Agency, and with No Worker Left Behind training funds, he enrolled in the Schoolcraft College pharmacy technician program. He graduated in the top two of his class with a certificate as a pharmacy technician and now works for CVS Pharmacy. He is pursuing national certification as a pharmacy technician, and in the future, Diem plans to pursue a degree in pharmacological toxicology and work for a pharmaceutical company.

Joseph Houle A recent training graduate from Cheboygan, told the governor that he and his wife knew they needed to make a change after the local factory where he was employed closed. Houle contacted his local Michigan Works! Agency and returned to school completing his degree in criminal justice. No Worker Left Behind helped him attend the police academy, and now Houle is working as a deputy for the Cheboygan County Sheriff's Department.

April Pritchett lost her job in the mortgage industry two years ago. She had earned an associate of arts degree years before, but knew she needed additional training to find another job. April contacted the Macomb/St. Clair Michigan Works! Agency, enrolled in business classes at



Harvey Diem, left, talks with Deputy Director Andy Levin.

Second International Creative Cities Summit

Coming to Detroit October 13-15, 2008

Detroit will host the second International Creative Cities Summit (CCS 2.0) on October 13-15. It's a next-generation look at how communities are integrating innovation, social entrepreneurship, arts and culture, and business to make vibrant economies. Register by 9/26 for the \$250 early bird special.

The summit features an exciting line-up of speakers and activities including Dr. Richard Florida, the author of international best-seller *Rise of the Creative Class* and the just released *Who's Your City*.

Information on the agenda (which includes an Oct. 12 "unconference"), speakers, sponsors and news about CCS 2.0, as well as registration and hotel information, is available on the website www.creativecityssummit.com.

Participants will include architects, designers, urban planners, civic leaders, entrepreneurs, artists, students, educators, community leaders and other creative professionals sharing their experiences, projects, successes and failures as they re-imagine and rethink cities.

CCS 2.0 is committed to hosting a green conference and \$10 of every conference registration will go toward carbon offsets. The host hotel for the conference is the Detroit Marriott at the Renaissance Center.

The Sunday, October 12 unconference theme is "Detroit 2.0" and will include Inside Detroit Experience walking and bus tours, Detroit After Dark, Taste of Michigan, and Detroit Music Showcase. An unconference is a facilitated, participant-driven, face-to-face conference around a theme.

The Michigan State Housing Development Authority (MSHDA) Cool Cities Team is a key organizer for the event.



Is That Your Final Answer?

Land Bank Student Assistant Scheduled to Appear on Game Show

Nicole Jurado Armbruster, student assistant with the Michigan Land Bank Fast Track Authority, has been chosen to appear on the popular game show, "Who Wants to Be a Millionaire" on September 16. To win an appearance on the show, Nicole applied online, and was invited to fly to New York for an audition. After a battery of tests, Nicole was chosen out of 200 people to be a contestant. Nicole, her husband and her mother will all go to New York for the taping of Nicole's episode. To prepare, she is working on her "weaker subjects" by watching a lot of the History Channel and studying maps. Since the program won't air until sometime in November, Nicole will have to keep her winnings secret until then.

This isn't the first time Nicole has appeared on a game show: in 2003, she won \$27,500 in a single day on "Hollywood Squares." Her game show talent must run in the family, because her mother has appeared on "The Match Game" and "Sale of the Century," and her grandfather was a contestant on "Millionaire" a few years ago.

Nicole is a political science major at Michigan State University. She and her husband, Andrew, have two sons.

Good luck Nicole — don't forget to use your lifelines!



She wants to be a millionaire! Nicole, right, stands with her husband Andrew, mother Patricia Jurado, and youngest son Isaac.

DLEG Golf Outing 2008

Ledge Meadows Golf Course — August 8

The annual DLEG golf outing was held on August 8 at the Ledge Meadows golf course in Grand Ledge. A total of 100 DLEG employees played, with first place going to the all men's team of Charlie Curtis, Craig Newell, Roger Boog and Bob Robertson. The winning all women's team was made up of Kim Hewitt, Mary Jack, Cathi Clark and Sue Camp, and the winning mixed team consisted of Gary Courter, Glenalie Courter, Jordan Williams and Patrice Snow.



Brenda Schneider, Lisa Barlett, Ruth Miller, and Conni Thelen



Bonnie Dawdy, Connie Droste, Kristie Taber, and Marlene Bukoski



George Zagresky, Jimmy Hindman, Staci Smith, and Chad Ignatowski



Mike Van Setters, John Suckow, Sean Douglas, and Dave Thomas



Chris Bayley, Ken Vasilnek, Mel Lewis, and Frank Russell.



Joe Billig, Brian Marcotte, Rick Olivarez, and Don Childs



Jimmy Hindman, Bob Hicks, and George Zagresky.

DLEG Golf Outing 2008 (Contd.)



Phil Dadd, Robin Kenyon, Shaun Lehman, and Larry Lehman



Luke Hasbany, Brooke Hasbany, Jason Davis, and Matt Hasbany.



Mike Cochran, Stan Pollitt, Dan DeKubber, and Matt Geiger



Carolyn [Sparky] Hutting, Keli Edmonds, and Paula Stevens



Richard Boughner, Connie O'Neill, Tom Dart, and Kurt Wanamaker



Sue Brace, Bill Lycos, Julie Viges and Dave Viges

UIA Employee Earns Her Bachelor's Degree

Congratulations to the Unemployment Insurance Agency's Chanina McKanders.

Chanina earned her bachelor's degree in Interdisciplinary Studies from Wayne State University in May.

A member of UIA's Employer Customer Relations Unit at Cadillac Place, Chanina will be

heading back to school this fall to earn a teaching certificate. She hopes to become a teacher in secondary education, teaching communications or arts.

Chanina has been a UIA employee for the past six years. Her mother, Veronica Armstead, works in the Office of Communications/Division of Media Technology.

Roberta McCall Receives International Award

On July 23 at the Association for Education and Rehabilitation of the Blind and Visually Impaired (AER) biennial international conference, held in Chicago this year, Lansing MCB Rehabilitation Teacher Roberta McCall received the organization's Elizabeth Lennon Meritorious Achievement Award. This award is presented by AER's Vision Rehabilitation Therapy Division every other year to an individual who has made a significant contribution to the profession of vision rehabilitation therapy, rehabilitation teaching, general rehabilitation, or community affairs.

Roberta was at the conference, but she didn't realize that she was going to receive the award. When her colleague, Detroit MCB Teacher Connie Henshaw, began to speak from the podium, Roberta was puzzled. Roberta explained later, "I wondered what Connie was doing up there... and then I heard her talking about me and the award!"

The award's namesake, Elizabeth "Libby" Lennon, was one of the Michigan Commission for the Blind's original board members when the agency was first established in 1978. She taught in programs for people who are blind or visually impaired in several states before coming to Michigan. After a decade of teaching in Western Michigan University's Blind Rehabilitation Program, she retired in 1978. Active in the local community, she helped to establish the Kalamazoo Center for Independent Living and was a board member of the Voluntary Action Center of Greater Kalamazoo. She received the Handicapped Professional Woman of the Year Award in 1971 and the Irving S. Gilmore Lifetime Achievement Award in 2002. She passed away on May 11, 2007, at the age of 97.

Roberta says of receiving her award, "It's very exciting and humbling. It's a nice connection that it's named after someone with such close ties to Michigan and MCB."

Commission for the Blind Kitchen Team Nabs Two Perfect Scores

By Susan Turney, Communications and Outreach Director, MCB

Karen Simmons, Kathy Wine, Charlotte Grout, Eileen Johnson and Marla McClure, who all work in the kitchen at the MCB Training Center, got their first perfect score last March when the health department did its annual inspection. That time, they knew the health inspector was coming. In August, there was another inspection—this time a complete surprise—and once again the MCBTC kitchen staff got a perfect score!

For those of you who don't already know this team of high achievers, Karen Simmons and Kathy Wine are full-time dietary staff. Charlotte Grout is a part-time kitchen staff member, and the first blind person at the MCB Training Center to hold such a position. Eileen Johnson is a temporary cook, working at the center through the summer to fill in for Diane Barber, who helped get that first perfect score and then has been out on medical leave since May. Marla McClure is a domestic services aide who generally works with Dan Grover and his crew in facilities management, but her job duties specify that she also helps in the kitchen when necessary. Diane's prolonged absence has made Marla's assistance in the kitchen invaluable.



Chanina McKanders, who works in UIA's Employer Customer Relations Unit, received her bachelor's degree from Wayne State University in May.



Roberta McCall

Two Keiths Visit the Upper Penninsula

DLEG Keith and MSHDA Keith Go Above the Bridge for Tour, Outreach

DLEG Director Keith Cooley and Michigan State Housing Development Authority (MSHDA) Interim Executive Director Keith Molin traveled to Michigan's Upper Peninsula August 5-7 to tell the MSHDA story, award grants for homeless shelters and downtown revitalization, tour development projects, and meet with city officials and leaders to reaffirm the Authority's commitment to the needs of residents throughout the state.

Their stops included Calumet, Hancock, Houghton, Escanaba, Gladstone, Marquette, Ishpeming, and Sault Ste. Marie.

"MSHDA provides a variety of programs and options for both low-income and middle-income citizens and families," Cooley said. "Because of the diversity of MSHDA's activities and DLEG's training and licensing services, we make a great team, and that makes a better Michigan."

Traveling along with the two Keiths were MSHDA employees Jim Davis from the Office of Community Development, Laura Krizov from the CATeam and Paul Beiring from Supportive Housing. Tom Martin from DLEG's Office of Policy and Legislative Affairs also participated.

"This was a great learning experience for me, even though I grew up in Escanaba," Molin

said. "This was my opportunity to return to the Upper Peninsula, listen to the people's needs and be able to respond with resources and the necessary tools to meet many of those needs."

More than \$1 million dollars was invested during this U.P. trip for homeless shelters, downtown façade improvements, and other initiatives to stimulate economic growth, create jobs and produce thriving vibrant cities and neighborhoods.



MSHDA Interim Executive Director Keith Molin (third from left) and DLEG Director Keith Cooley (far right) present an oversized check to city officials and business owners from Escanaba. The check, representing one of two Community Development Block Grants (CDBG) totaling \$300,000, was presented to the City of Escanaba for Façade Improvement Initiative, which is designed to assist a community in making physical improvements to an entire traditional downtown area or portion of a downtown area that contains buildings and businesses in need of façade improvements. There are seven buildings in the 1200 and 1300 blocks of Ludington Street in Escanaba.

Meet Me at the Fair!

DLEG Office of Communications/Division of Media Technology communications representative Nirva Civilus interviews a young attendee at the Michigan State Fair in Detroit. Staffers were on the scene taping footage and interviewing fair-goers for use in future DLEG cable shows.





MES Board of Review Chair
Amy Rosenberg



Bruno Czyrka

On the Move

Amy Rosenberg Named to Chair MES Board of Review

A 16-year veteran of the Attorney General's Office has been named to chair the Michigan Employment Security Board of Review.

Amy Rosenberg took over her new post on August 18, succeeding Stephen Geskey who was named director of the Unemployment Insurance Agency in July.

The Board of Review is an autonomous, quasi-judicial five-member body and is the final administrative appellate step within the unemployment compensation system. It processes and decides appeals from decisions and orders issued by administrative law judges (ALJ) in contested unemployment benefits cases. The Board also reviews ALJ decisions about unemployment tax liability issues.

Amy joined the Department of Attorney General following her graduation from the University of Michigan Law School.

She also did her undergraduate studies at U of M, earning a bachelor's degree in English.

During her first five years with the Attorney General, Amy worked with the executive division, handling special projects for the deputy AG as well as a variety of other assignments, such as Freedom of Information Act litigation. Over the past 11 years, she was assigned to the Licensing & Regulation Section, where she handled disciplinary action against health professionals.

Amy is a member of the State Bar of Michigan, and while with the Attorney General, she received the 2004 Excellence in Opinion Draftsmanship Award.

She is married to Steve Hicks, an attorney in private practice. They have one son, Jonah, who is five.

The Board of Review office is located on the fourth floor of the Ottawa Building in Lansing.

Czyrka Ends 38-Year Career at Workers' Compensation Agency

At the end of July, Bruno Czyrka stepped down from his post as deputy director of the Workers' Compensation Agency (WCA) and, thus, ended a 38-year career in state government that was devoted to workers' compensation.

As Bruno stepped into retirement, he left his mark on Michigan's workers' compensation program.

For example, he wrote 30 pages of administrative rules in 1977 for the self-insurance program that are largely in effect yet today and serve as a national model for group self-insurance. Bruno has also had a hand in drafting language that still appears in Michigan's workers' disability compensation law.

While Bruno spent the last 38 years in state government, his workers' compensation career actually went back even further to 1965 when he joined the Liberty Mutual Insurance Company, working primarily on workers' compensation claims as an adjuster and then as a supervisor.

"Interestingly, I was just offered a promotion at Liberty Mutual, when I left to take a job with the state," Bruno said. "The job would have involved moves and traveling, but I had a family with young children. I wanted to stay put."

Liberty Mutual's loss was Michigan's gain as he joined state service in 1970 as the assistant funds administrator for the Secondary Injury Fund. Six years later, he became administrator of the self-in-

surance program and took on the task of expanding five lines of rules into extensive regulatory language.

His work did not go unnoticed. The International Association of Industrial Accident Boards and Commissions (IAIABC) accepted Bruno's regulatory language as a national model, which many states went on to adopt as their own. In fact, for six years Bruno served as chair of IAIABC's Self-Insurance Committee.

In 1996 Bruno became WCA's deputy director and oversaw several agency divisions — Self-Insurance, Compliance and Employer Records, Health Care Services and Funds Administration.

A graduate of Wayne State University, Bruno was a pre-med student and part-time employee at a local mortuary, where he gained first-hand experience in the human anatomy.

He recalled that his pre-med and mortuary experience came in handy while working in workers' compensation as it gave him a good understanding of injuries, medical terms and conditions and working with doctors.

With 44 years of workers' compensation under his belt, Bruno said, now it's time to leave and enjoy life. He and his wife are looking forward to traveling out West, to Europe (Italy and, perhaps, Greece) next year and to the East Coast this fall.

A luncheon and a reception at the General Office Building were held for Bruno on July 31.

On the Move

New Chief Deputy Commissioner Named to OFIR

On August 11 the Office of Financial and Insurance Regulation (OFIR) welcomed Stephen Hilker as Chief Deputy Commissioner. With the appointment of a single Chief Deputy, OFIR will no longer be divided into the Office of Financial Evaluation and the Office of Regulatory Compliance & Consumer Assistance. The new executive level structure will bring greater cohesiveness to the agency and increase communication across division lines.

Stephen's duties will include directing the operations of the agency to ensure its mission, goals and objectives are met. He will also oversee the development and implementation of OFIR's regulatory policy, provide technical support to the commissioner and act on behalf of the commissioner in his absence.

Before joining OFIR, Stephen served as a bureau director in the Michigan Department of Treasury and has 30 years of experience in administrative and financial management within government environments.

Stephen received his B.S. in psychology and statistics from Michigan State University. He also received his MBA and performed post-graduate work in accounting at Michigan State University and has done doctoral studies at Western Michigan University with a focus on budgeting and program innovation.

He resides with his wife Nancy Hilker in Haslett. They have nine children.



OFIR Chief Deputy Commissioner
Stephen Hilker

UIA's Carr Drives Off to Retirement

Debra Carr, a human resources (HR) assistant, handling payroll matters for UIA, Labor Market Information and the Bureau of Employment Relations, retired on August 22. She worked in what used to be UIA's HR office, until it became part of DLEG and then part of Civil Service, under a statewide consolidation of HR activities.

Debra had 32 years of continuous state service. She originally joined the personnel office at the Michigan Employment Security Commission and worked there for 17 years, before transferring and spending nine years at the Northville Psychiatric Hospital with the Department of Mental Health. When the hospital closed, Debra was able to return to UIA/DLEG/Civil Service, where she spent the last six years.

Throughout her career in state government, Debra has worked in human resources handling payroll. "It's the only job I've held," she said.

While changes in her work were a challenge, it was a job she enjoyed. "Working in human resources has been like being with one big family."

In retirement, Debra plans on spending time with her grandchildren, traveling and doing "whatever I want to do," she said.

"I plan on concentrating on Debra," she added. "I want to be active and healthy."



Debra Carr holds a bouquet of flowers that were presented to her at a reception held in her honor on August 21 at Cadillac Place.

Welcome Karen Towne to DLEG Executive Office

Please welcome Karen Towne, who began serving as senior executive assistant to Deputy Director/Chief of Staff Susan Corbin on August 11. Karen has had a long career in state government, including stints in the appointment offices of both Govs. Blanchard and Granholm, on the staff of Rep. Jim Agee, and in the Department of State Police. Most recently, Karen served as director of special projects in the Fire Marshal division of the Bureau of Fire Services. Karen has studied human

resources, business administration and photography at Lansing Community College and has completed specialized training in public fire education and fire investigation. She lives in Haslett and has a son, Charles and a daughter, Malin.

Karen's solid state government experience and familiarity with DLEG will be a real asset as she hits the ground running in her new role as assistant to Susan.



Karen Towne



Henry Green

On the Move

Henry Green Leaves the Bureau of Construction Codes

By LeeAnn Allaire and Holly Velez

Henry L. Green, former executive director of the Bureau of Construction Codes, was recently named president and CEO of the National Institute of Building Sciences (NIBS).

Henry has served as the executive director of the Bureau since 1989 and has provided guidance and oversight for construction code programs in the State since 1977. Henry's contributions and accomplishments have made our family, friends and the citizens of the state of Michigan safer in the buildings we live, play, work, learn, and worship in. During Henry's tenure, the bureau implemented statewide construction codes to assure uniform enforcement while providing contractors one set of statewide requirements. The bureau also implemented registration and continuing education of local and state construction code officials, as well as online permitting and licensing, and the issuance of instant permits to walk-in customers.

Henry has been widely recognized with numerous national and state awards and honors from industry organizations and received recognition in October 2005 from the U.S. House of Representatives for his presentation to the Committee on Science, Subcommittee on Environment, Technology and Standards on behalf of the National Institute of Standards and Technology's investigation of the World Trade Center collapse.

Henry relocated to Washington, D.C. and assumed the position of president and CEO of NIBS on August 4th. NIBS is a nonprofit, nongovernmental organization that brings together representatives of government, the professions, industry, labor and consumer interests to identify and resolve building process and facility performance problems.

The bureau was honored to have Henry as its leader and is excited to watch him "make things happen" at the national level.



Irvin J. Poke

Poke Nails Down Top Post in Bureau of Construction Codes

By Jeannie Vogel, DLEG Office of Communications

Congratulations to Irvin J. Poke, AIA who has been named director of the Bureau of Construction Codes (BCC).

He began his new duties September 8. His immediate plans are to focus on BCC's top priorities regarding the bureau budget and personnel issues; deliver bureau services efficiently and effectively, and build partnerships with the customers in the construction industry and state.

Irvin nailed down the top job after serving as chief of the BCC's Plan Review Division since 1989 where he was instrumental in implementing the statewide construction codes in 2001. During his tenure, he has been responsible for review and approval of all construction documents for projects within state jurisdiction, and oversight of manufacturers and third-party inspection agencies involved in Michigan's pre-manufactured units program. Last April, he was appointed by Gov. Granholm to the Childhood Lead Poisoning Prevention and Control Commission, representing DLEG.

Irvin is a licensed architect. In 2007, he received the prestigious American Institute of Architects (AIA)

Michigan President's Award in recognition of his outstanding contribution and service to the profession of architecture. He's been a long-standing member of the International Code Council (ICC), and BOCA International, and has represented the state of Michigan for many years at national code hearings and served on key committees. He's also a technical training instructor for state and local government code officials.

From 1985-1989, Irvin worked as a project architect for the Department of Management & Budget, Office of Facilities. At DMB, he handled professional service contracts for more than \$200 million in capital outlay construction projects ranging from prisons to university facilities, and supervised design professionals in the preparation of planning and bidding documents for state facilities.

Irvin began his professional career as a project architect for code compliance for the firm Nathan Johnson and Associates. A native of Detroit, he received his bachelor's degree in architecture from the University of Detroit. Irvin lives in Lansing with his wife and two children. He enjoys hunting, trap and skeet shooting, racket ball, and working out at the YMCA.

On the Move

UIA's Luckett Retires After 32 Years

She required excellence and she gave excellence. These are some of the words used to describe Constance (Connie) Luckett, at her retirement reception on July 22, following her long and successful career with the Unemployment Insurance Agency (UIA).

Connie was director of Quality Assurance when she retired, but when she joined the Michigan Employment Security Commission in 1976 — her first job in state government — she did cost analysis work.

Over her years with the UI program, she served as an administrative assistant, budget analyst, and manager of Quality Improvement.

In Quality Improvement, she developed and launched a statewide project of quality improvement initiatives at UI branch offices. From this experience, she went on to develop a statewide branch office evaluation program to assess their operations and customer service delivery.

In her last post as Quality Assurance director, Connie oversaw the Benefit Accuracy Measurement program, Tax Performance System program, Benefit Payment Control and Benefit Overpayment Collection. These areas perform quality control audits, develop and implement fraud prevention, detection and integrity systems and recover overpaid UI benefits.

Connie has also written grant proposals for the agency, which have netted \$1 million in federal funding to support UIA integrity systems.

She sees retirement as a time for possibilities, when everything doesn't have to be crammed into weekends, giving her more time and greater flexibility in how she uses her time. Of course, there are things wants to do, such as spending more time with family, traveling and continuing her community involvement through her church and sorority Delta Sigma Theta, a public service sorority of women from all professions. She may also continue her work with Junior Achievement and literacy programs.



Connie Luckett

Changes in Michigan Commission for the Blind Staff

Julie Clark started her new job on August 25 as a rehabilitation counselor with the Michigan Commission for the Blind (MCB) Gaylord office. She's a graduate of North Central Michigan College, Lake Superior State University, and Spring Arbor University. Before coming to MCB, Julie worked with the Michigan Department of Human Services in St. Ignace and before that with the Grand Traverse/Leelanau Family Independence Agency and Work First in Petoskey.

Karen DeVera began her work as a rehabilitation counselor at the MCB Training Center on September 2. Karen has nearly 10 years of experience working in private rehabilitation and workers' compensation, assisting persons with disabilities to secure successful, gainful employment. Most recently Karen has worked for the Veterans Administration in Battle Creek. You can reach Karen at 269-337-3873 or deverak@michigan.gov.

Tamieka Hall became the new secretary in the Saginaw MCB office in June. When she's not at the office, she enjoys singing gospel, graphic design, photography, and making jewelry.

Ray Kirklin attended a luncheon in Lansing on May 18 to see his former client, Larry Powell, receive the Medal of Courage award from the National Wrestling Hall of Fame. Larry was Ray's client 26 years

ago. He currently works for the Michigan Department of Information Technology, and he's given his permission for MCB to post his success story on the MCB website, where it will appear soon. Larry has coached kids for many years. According to Ray, "Larry Powell, a man who happens to be blind, taught hundreds of ordinary kids that a person with a disability can still be respected for his ability and his effort. That respect was shown in the long reception line."

Amber Pike, secretary at the Lansing Regional MCB office, and Jon Silvey, a graphic designer in St. Johns, became engaged on August 1. The couple hasn't set a wedding date yet, but they're planning on sometime in summer of 2009.

Shirley Samkowiak began working at the Gaylord office as a temporary secretary on August 26. She'll be there for about eight weeks while Judy Terwilliger is out on medical leave. You can reach Shirley at the Gaylord office main number, which is 989-732-2448, or by email at samkowiaks@michigan.gov.

Danielle Smith, a rehabilitation counselor at the Flint MCB office, has just announced that she's expecting a baby girl in December. She has no ideas yet for a name, and she's looking for suggestions from her colleagues!

We Get Letters ... and Emails!

We all know DLEG is filled with employees who go above and beyond the call of duty every day, but often we never hear about it. If you or someone you work with has received a phone call, email or letter of praise for exceptional customer service, please forward it to LEGwork editor Kathy Fagan, who will make sure it appears on the "We Get Letters and Emails" page of the next issue. This is your chance to blow your own horn or recognize a co-worker for a job well done!

Director Keith Cooley recently received the following email from a very satisfied customer of Beth Courtney, unemployment examiner in the Unemployment Insurance Agency Grand Rapids office:

Dear Mr. Cooley,

I am writing to let you know about the wonderful help I received this morning from Beth Ann Courtney of your Grand Rapids unemployment office. I was treated with kindness, professionalism and courtesy from Beth Ann, which is great in this day and age as just about everything is voice computer and when the human voice you talk with is so helpful and nice, it just pays forward the whole day. She went over and above the call to answer my questions and then was kind enough to find my application and enter it into the system so I could receive some much needed money. I can't tell you enough how important those extra minutes she took is appreciated by me. *She is the absolute best!* If you have an employee recognition award for your employees, please issue one to Beth Ann.

Lori Howard, Bureau of Workforce Transformation, received the following handwritten letter thanking her for her services: Greetings Ms. Lori Howard, I wanted you to know I received the books concerning both federal and Michigan benefits for veterans. Thank you for your prompt response and the additional web addresses you provided. That mailing was a welcomed resource. Keep up the great work. You're making a difference — thank you.

Shari Spitzley, Office of Financial and Insurance Regulation (OFIR), received this recent email: "I am sending this email to Shari and asking her to forward it on to her supervisors and peers. I recently had a few questions regarding no-fault auto in Michigan and I did not know who to turn to. I called your office and left Shari a voicemail. Shari returned my phone call very promptly and was able to answer my questions within a matter of minutes. I was very impressed with her promptness and professionalism. I only wish I could work with more people like Shari. Thank you."

Brent Moeggenborg, IT Supervisor Credit Union Divisions, OFIR, received the following letter from a senior examiner of the Federal Reserve Bank of Minneapolis regarding Senior Examiner Tim Bever: "April 21-24 I was Examiner in Charge for the examination of XXXX, Marquette, MI. Due to time constraints I originally planned this examination as a targeted examination. However, with the assistance of Timothy Bever and Glen Spoolstra from the FDIC we were able to perform a full scope IT examination addressing all aspects relating to the financial services section of this company. I am still impressed that we covered so much ground during this period. Timothy dedicated himself to this assignment. His skill levels and knowledge was invaluable on this examination. I hope that he will be available for the next examination. Thank you for providing his services on this examination."

DLEG STATS

We all know DLEG is a big department, but do you know exactly how many employees there are on a given day? How about the division with the most employees? This chart gives you a quick glance at just how many of us there are and where we're housed.

Bureau/Office	FTEs	Bureau/Office	FTEs
Audit & Financial Compliance	23	Michigan Rehabilitation Services	605
Commercial Services	214	Policy & Legislation/Energy	16
Commission for the Blind	91	Public Service Commission	170
Commission for Disability Concerns	9	Right of Way/Metro Authority	3
Construction Codes	206	State Office of Administrative	
Director's Office*	39	Hearings and Rules	174
Employment Relations	24	Tax Tribunal	24
Finance	92	Unemployment Insurance Agency**	920
Financial & Insurance Regulation	284	Wage and Hour	35
Fire Services	60	Worker's Comp/Board of Magistrates	138
Labor Market Info & Strategic Initiatives	37	Worker's Comp Appellate Commission	12
Land Bank	6	Workforce Transformation	241
Liquor Control Commission	146		
Communications	18		
MES Board of Review	22		
Michigan Occupational Safety and Health			
Admin./BSR	205		
		Grand Total	3,814

* Includes Commission on Spanish-Speaking Affairs

**Largest number of employees